

# Human Rights Policy

## Vision

We are committed to respecting internationally recognized human rights in our operations, our value (supply) chain, and in the communities where we operate.

## Scope

This policy applies to all entities and employees, directors and other representatives of KGJS/KGJG, irrespective of their domicile. It must be read, acknowledged and adhered to by all to which it applies.

Our commitment to respect human rights is anchored in internationally recognized human rights and labor standards. We are committed to the UN Guiding Principles on Business and Human Rights (UNGPR), and we are signatory to the United Nations Global Compact. As a Norwegian based business, we will comply with national Norwegian legislation on human rights, including the Transparency Act (Åpenhetsloven), and relevant national legislation in the countries where we operate.

## Policy

Respecting, promoting and supporting human rights is fundamental to how all companies conduct their business within the KGJG Group. By respecting human rights, we shall:

- not infringe on the human rights of others,
- address adverse human rights impacts and,
- ensure measures to prevent, mitigate and remediate such impacts

The law in Norway protects the right and the freedom of the organization. KGJS respect employees' right to freedom of association. Forced or compulsory labor is not allowed, and child labor (children under 15 years old) is not permitted under any circumstances. A workplace in KGJS is based on a positive and safe working environment including mutual respect, involvement, collegiality, joy and equal rights and opportunities without discrimination and harassment.

Transparency, honesty, and accountability are key to our business conduct and in respecting human rights. We will stay accountable to our stakeholders in our commitments, approach, assessments, and work to secure and uphold respect for human rights throughout our operations. This accountability and transparency apply also in situations where we have failed to uphold the standards we are committed to. Stakeholder dialogues will be prioritized in situations where our business might have caused/contributed directly to adverse human rights impacts.

KGJS signed the Neptune Declaration on Seafarer Wellbeing and Crew Change in 2021 as part of our ongoing commitment to strengthen the united industry appeal and initiatives.

If you have information about human rights breaches or have concerns about human rights being respected throughout our operations, we encourage you to notify according to the KGJS whistleblowing policy and procedure. Your anonymity will be protected.

## Human rights due diligence

Human rights due diligence is an ongoing process taken to identify, prevent and mitigate and account for negative human rights impacts, which the company may cause or contribute to through its own activities, or which may be directly linked to the company's operations or services by a business relationship.

KGJS shall ensure to follow these steps:

- Identify and assess company's actual and potential adverse impacts (human rights impact assessment) in operations, supply chains and business relationships
- Provide for or cooperate in remediation when appropriate
- Cease, prevent or mitigate adverse impacts
- Track progress of implementation and results
- Guarantee the right to information on company's relationship to human rights
- Communicate how adverse impacts are addressed

KGJS has identified the following priorities in its management of human rights impacts:

- Ensure health and safety (including workplace health and safety, prevention of emissions and pollution)
- Prevent forced labor and human trafficking
- Prevent child labor
- Health, freedom and safety of refugees at sea
- Ensure non-discrimination in hiring, employment and pay
- Ensure a non-harassing work environment Remedy Several Compliance Officer functions and a Reporting Hotline, optional anonymous, secure, that employees and external stakeholders e.g. communities can raise their concerns, also regarding violations of Human or Labor Rights and have access to remedy. KGJG/KGJS strives to provide appropriate remedy or combination of remedies for an adverse impact depending on its nature and extend

## Objectives and responsibilities

It is the Board of directors and the CEO of KGJG/KGJS that have the main responsibility for ensuring respect of the human rights throughout our business activities. We expect all our employees, directors and other representatives of KGJS, to respect human rights and report any potential or real abuse of human rights